

ARTICLE 20 SALARY SCALES					
10-MONTH TEACHERS					
2019-2020 (Effective July 1, 2019)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$48,519	\$50,252	\$51,984	\$53,717	\$55,449
2	\$50,019	\$52,227	\$53,959	\$55,692	\$57,424
3	\$51,519	\$54,202	\$55,934	\$57,667	\$59,399
4	\$53,019	\$56,177	\$57,909	\$59,642	\$61,374
5	\$54,519	\$58,152	\$59,884	\$61,617	\$63,349
6	\$56,019	\$60,127	\$61,859	\$63,592	\$65,324
7	\$57,519	\$62,102	\$63,834	\$65,567	\$67,299
8	\$59,019	\$64,077	\$65,809	\$67,542	\$69,274
9	\$60,519	\$66,052	\$67,784	\$69,517	\$71,249
10	\$62,019	\$68,027	\$69,759	\$71,492	\$73,224
11	\$63,519	\$70,002	\$71,734	\$73,467	\$75,199
12	\$65,019	\$71,977	\$73,709	\$75,442	\$77,174
13		\$73,952	\$75,684	\$77,417	\$79,149
14		\$75,927	\$77,659	\$79,392	\$81,124
15		\$77,902	\$79,634	\$81,367	\$83,099
16		\$79,877	\$81,609	\$83,342	\$85,074
17		\$81,852	\$83,584	\$85,317	\$87,049
18		\$83,827	\$85,559	\$87,292	\$89,024
19		\$85,802	\$87,534	\$89,267	\$90,999
20		\$87,777	\$89,509	\$91,242	\$92,974
21		\$89,752	\$91,484	\$93,217	\$94,949
22		\$91,727	\$93,459	\$95,192	\$96,924
23		\$93,702	\$95,434	\$97,167	\$98,899
24		\$95,677	\$97,409	\$99,142	\$100,874
25		\$99,677	\$101,409	\$103,142	\$104,874

ARTICLE 20 SALARY SCALES					
10-MONTH TEACHERS					
2020-2021 (Effective July 1, 2020)					
GRADE	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$50,000	\$51,257	\$53,024	\$54,791	\$56,558
2	\$51,530	\$53,328	\$55,095	\$56,862	\$58,629
3	\$53,060	\$55,400	\$57,167	\$58,934	\$60,701
4	\$54,590	\$57,471	\$59,238	\$61,005	\$62,772
5	\$56,120	\$59,542	\$61,309	\$63,076	\$64,843
6	\$57,650	\$61,613	\$63,380	\$65,147	\$66,914
7	\$59,180	\$63,685	\$65,452	\$67,219	\$68,986
8	\$60,710	\$65,756	\$67,523	\$69,290	\$71,057
9	\$62,240	\$67,827	\$69,594	\$71,361	\$73,128
10	\$63,770	\$69,898	\$71,665	\$73,432	\$75,199
11	\$65,300	\$71,970	\$73,737	\$75,504	\$77,271
12	\$66,830	\$74,041	\$75,808	\$77,575	\$79,342
13		\$76,112	\$77,879	\$79,646	\$81,413
14		\$78,183	\$79,950	\$81,717	\$83,484
15		\$80,255	\$82,022	\$83,789	\$85,556
16		\$82,326	\$84,093	\$85,860	\$87,627
17		\$84,397	\$86,164	\$87,931	\$89,698
18		\$86,468	\$88,235	\$90,002	\$91,769
19		\$88,540	\$90,307	\$92,074	\$93,841
20		\$90,611	\$92,378	\$94,145	\$95,912
21		\$92,682	\$94,449	\$96,216	\$97,983
22		\$94,753	\$96,520	\$98,287	\$100,054
23		\$96,825	\$98,592	\$100,359	\$102,126
24		\$98,896	\$100,663	\$102,430	\$104,197
25		\$100,967	\$102,734	\$104,501	\$106,268

ARTICLE 20 SALARY SCALES					
11-MONTH TEACHERS					
2019-2020 (Effective July 1, 2019)					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$53,371	\$55,277	\$57,183	\$59,089	\$60,994
2	\$55,021	\$57,449	\$59,356	\$61,262	\$63,167
3	\$56,671	\$59,622	\$61,528	\$63,434	\$65,339
4	\$58,321	\$61,794	\$63,701	\$65,607	\$67,512
5	\$59,971	\$63,967	\$65,873	\$67,779	\$69,684
6	\$61,621	\$66,139	\$68,046	\$69,952	\$71,857
7	\$63,271	\$68,312	\$70,218	\$72,124	\$74,029
8	\$64,921	\$70,484	\$72,391	\$74,297	\$76,202
9	\$66,571	\$72,657	\$74,563	\$76,469	\$78,374
10	\$68,221	\$74,829	\$76,736	\$78,642	\$80,547
11	\$69,871	\$77,002	\$78,908	\$80,814	\$82,719
12	\$71,521	\$79,174	\$81,081	\$82,987	\$84,892
13		\$81,347	\$83,253	\$85,159	\$87,064
14		\$83,519	\$85,426	\$87,332	\$89,237
15		\$85,692	\$87,598	\$89,504	\$91,409
16		\$87,864	\$89,771	\$91,677	\$93,582
17		\$90,037	\$91,943	\$93,849	\$95,754
18		\$92,209	\$94,116	\$96,022	\$97,927
19		\$94,382	\$96,288	\$98,194	\$100,099
20		\$96,554	\$98,461	\$100,367	\$102,272
21		\$98,727	\$100,633	\$102,539	\$104,444
22		\$100,899	\$102,806	\$104,712	\$106,617
23		\$103,072	\$104,978	\$106,884	\$108,789
24		\$105,244	\$107,151	\$109,057	\$110,962
25		\$109,644	\$111,551	\$113,457	\$115,362

ARTICLE 20 SALARY SCALES					
11-MONTH TEACHERS					
2020-2021 (Effective July 1, 2020)					
	A (SPC)	B (BA/BS +30)	C (Masters)	D (MA/MS +30)	E (Doctorate)
STEP					
1	\$53,639	\$55,555	\$57,470	\$59,386	\$61,301
2	\$55,663	\$57,992	\$59,909	\$61,827	\$63,743
3	\$57,687	\$60,429	\$62,348	\$64,268	\$66,185
4	\$59,711	\$62,866	\$64,787	\$66,709	\$68,627
5	\$61,734	\$65,303	\$67,226	\$69,150	\$71,069
6	\$63,758	\$67,740	\$69,665	\$71,591	\$73,511
7	\$65,782	\$70,177	\$72,104	\$74,032	\$75,953
8	\$67,806	\$72,614	\$74,543	\$76,473	\$78,395
9	\$69,830	\$75,051	\$76,982	\$78,914	\$80,837
10	\$71,854	\$77,488	\$79,421	\$81,355	\$83,279
11	\$73,878	\$79,925	\$81,860	\$83,796	\$85,721
12		\$82,362	\$84,299	\$86,237	\$88,163
13		\$84,799	\$86,738	\$88,678	\$90,605
14		\$87,236	\$89,177	\$91,119	\$93,047
15		\$89,673	\$91,616	\$93,560	\$95,489
16		\$92,110	\$94,055	\$96,001	\$97,931
17		\$94,547	\$96,494	\$98,442	\$100,373
18		\$96,984	\$98,933	\$100,883	\$102,815
19		\$99,421	\$101,372	\$103,324	\$105,257
20		\$101,858	\$103,811	\$105,765	\$107,699
21		\$104,295	\$106,250	\$108,206	\$110,141
22		\$106,732	\$108,689	\$110,647	\$112,583
23		\$109,169	\$111,128	\$113,088	\$115,025
24		\$111,606	\$113,567	\$115,529	\$117,467

NOTES: ARTICLE 20, SALARY SCHEDULES - TEACHERS

(1) Salary Grades

- PD – Provisional Degree Certificate
- A – Standard Professional Certificate (SPC)
- B – Bachelor's plus APC or 30 credit hours applicable to APC
- C – Master's Degree
- D – Master's Degree plus 30 graduate credit hours
- E – Earned Doctorate

- (2) Teachers who are currently on the provisional degree scale, Schedule A, Step 10, or above, shall continue to receive negotiated salary increases until they move to another scale or leave the school system.
- (3) Salary payments for ten (10)-month employees will be made on a biweekly basis over a ten- or twelve-month period at the option of the teacher. Such decision shall be made by the teacher by June 30th of the prior school year and shall remain in effect for the duration of the ten (10) or twelve (12)-month option period. Teachers not giving notice on the appropriate form will continue with their current pay option. A teacher who has not made an initial selection will be paid on a 12-month schedule when that becomes possible.
- (4) Instructional Team Leaders shall receive a supplement of \$2,500.
- (5) Teachers successfully completing the National Board of Professional Teaching Standards certification program (NBPTS) shall receive an annual supplement of \$2,000 each year their NBPTS certificate remains in good standing. The aforementioned supplement will be implemented at the beginning or the midpoint of the teacher's work year.
- (6) Speech and language pathologists who hold a Certificate of Clinical Competence from the American Speech and Hearing Association (ASHA) shall receive an annual supplement of \$3,000.
- (7) Supplements referred to in (4), (5), and (6) above shall be included in the teacher's annual salary for retirement and life insurance purposes.
- (8) For purposes of payroll calculation the professional salary schedule is based on an eight-hour workday.